

Equality Objectives 2025-2029

The THAT Equality Objectives have been constructed using the three legal aims of the Public Sector Equality Duty (PSED) which are to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

1. Reduce Achievement Gaps

- Identify and narrow attainment disparities among pupils with protected characteristics—such as those eligible for free school meals, pupils with special educational needs and disabilities (SEND), looked-after children, and pupils from minority ethnic backgrounds.

2. Enhance Accessibility

- Improve physical and digital accessibility for pupils, staff, and visitors with disabilities, ensuring full access to learning, facilities, and information.

3. Diversify Leadership & Staff

- Promote diversity across teaching and leadership positions to better reflect pupil and local community demographics, fostering inclusive representation.

4. Increase Participation in Opportunities

- Boost engagement of underrepresented groups (e.g., SEND pupils, pupils with specific protected characteristics) in extracurricular activities, school leadership, and enrichment programmes.

5. Embed Inclusivity in Curriculum & Culture

- Celebrate cultural, religious, and identity diversity through curriculum content, assemblies, and school-wide initiatives, fostering empathy, respect, and positive relationships.

6. Review Equitable Policies

- Regularly audit key policies (e.g., admissions, behaviour, recruitment) to ensure they uphold inclusivity and mitigate unconscious bias.